

QUALITY – ENVIRONMENTAL MANAGEMENT – OCCUPATIONAL HEALTH & SAFETY POLICIES

The long-term objective and policy of **ERETBO Group**, from design to implementation and delivery of projects, is to provide high quality services in order to fully meet the customers' demands and to continuously improve its quality, environmental and occupational health & safety measures, while maintaining a high level of competitiveness.

The term **Quality** in **ERETBO Group** means that the executed projects meet the Group's specifications and the requirements of the customer.

The term **Environment** in **ERETBO Group** means ensuring the protection of the environment, making sure it has the least possible impact throughout the performance of its activities.

The term **Occupational Health & Safety** in **ERETBO Group** means that the Group's activities are carried out by taking all the necessary measures to ensure the safety and health of its employees and customers, stakeholders and external providers who are using the Group's facilities and projects.

To achieve the above, **ERETBO Group** applies an Integrated Management System in accordance with the following standards:

- **ISO 9001:2015**, Quality Management System.
- **ISO 14001:2015**, Environmental Management System.
- **ISO 45001:2018**, Occupational Health & Safety Management System.

Throughout the implementation of its activities, the Group strictly follows and fully respects the relevant Legislation and Regulations.

Through the Management System, **ERETBO Group** is committed to its customers for the following:

- To behave honestly, consistently and respectfully.
- To offer value to its customers through the high standards of its projects.
- To focus on its customers by examining their complaints directly, but also anticipating their desires and requirements.
- To invest in training and improve its human resources.
- To encourage and stimulate the creativity of its employees.
- To continuously improve the quality of services with the active participation of its employees.
- To improve its performance by breaking into new markets both domestically and internationally.
- To follow and use standard methods of auditing and certification of its projects and to fully comply with the National and Community Legislation.

ERETBO Group operates with respect to the **Environment** and commits to the following:

- Continuously record the environmental impacts (direct and indirect) of each Group's activity in order to ensure full compliance with National and European legislation.
- Continuously improve its environmental performance.
- Develop a sense of responsibility for the environment at all levels of the company.
- Implement environmental programs to define and review environmental objectives and targets.

- Provide to the public, whenever it deems necessary, all the necessary information to understand the environmental impacts of the company's activities and to other stakeholders in order to raise awareness and information.

Specifically, **ERETBO Group's Occupational Health & Safety Policy** aims at:

- Protecting the health and safety of the Group's employees and stakeholders, e.g. visitors, consultants.
- Providing healthy and safe working conditions, in order to prevent injuries and illnesses.
- Recognizing the risks that will lead to the development of ergonomic procedures, in order to eliminate and reduce the risks.
- Implementing the Greek legislation on health and safety at work.
- Performing work at the desired quality level without accidents, injuries or disasters in equipment and facilities.
- Continuous training of the Group's employees on health and safety issues.
- Transparent reporting and understanding of all employees' responsibilities on safety issues.
- Participation of employees at the consultation for Occupational Health & Safety.
- Providing financial resources for the continuous development of innovative technologies, systems and forms of work risk control.

ERETBO Group's executives are responsible for implementing the Integrated Management System in their respective areas. The Management guides and supports staff to contribute to the efficiency and the continuous improvement of the Management System.

The **Group** has established an Ethical Conduct Code, a sum of values that governs all its activities, according to which the ethical and professional conduct of all people who are employed by **ERETBO Group** or act on its behalf is determined.

The **Quality, Environmental and Occupational Health & Safety Policy** is applied at all levels within and outside the Group and is reviewed whenever it is necessary. It is available to the public and to all relevant stakeholders.

The Management is committed to faithfully comply with this Policy and its dissemination to all the employees.

President and CEO

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